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PART- IIA

GOVERNMENT OF MEGHALAYA

FINANCE (PAY REVISION) DEPARTMENT

ORDERS BY THE GOVERNOR

The 17th September, 2009.

GOVERNMENT RESOLUTION ON THE RECOMMENDATIONS OF THE FOURTH MEGHALAYA PAY COMMISSION

No.F(PR)-42/2009/108.-The Government of Meghalaya, vide Finance Department's Resolution No. F(PR)-21/2007/33 dated 20th September, 2007, constituted the Fourth Meghalaya Pay Commission to examine the existing structure of emoluments and conditions of service of different categories of Government employees, pension, death-cum-retirement gratuity and other terminal benefits, amenities and facilities such as, Dearness Allowance, Medical Allowance, House Rent Allowance, Hill Compensatory Allowance, Winter Allowance, etc., as well as other relevant and incidental matters that may be referred to the Commission by Government and to recommend changes/revision relating thereto, that may be feasible and desirable. The Commission submitted its Report to the Government in two parts. The first part containing among other things the Interim Report, was submitted on 15th December, 2008 while the second and final Report was submitted on 23rd December, 2008. The Report deals with the floor and ceiling of the revised pay structure, rationalization of pay scales, allowances, loans and advances, pension and other retirement benefits, service conditions, general observations and financial implication of the recommendations.

II. An Empowered Committee was constituted by the Government vide Notification No. F(PR) 2/2009/1 dated 14th January, 2009 to review and examine the recommendations of the Fourth Meghalaya Pay Commission and submit its recommendations thereon. The Empowered Committee submitted its Report to the Government on 31st July, 2009. The Government has given careful consideration to the recommendations of the Pay Commission and the Empowered Committee and has decided as follows:-

PAY STRUCTURE

1.1. The modified/restructured revised pay scales containing 22 Standard Scales of pay will be as given at **Annexure**. The procedure for fixation of pay in the revised scales of existing government employees shall also be laid down in the aforesaid Rules. Proposals in respect of scales of pay for new posts to be created hereafter should be based on the standard scales consistent with the nature of duties and responsibilities attached to the posts and prescribed educational qualifications.

1.2. The revised pay structure will come into force with effect from 1st January, 2007 and will apply to all categories of State Government employees (other than members of the All India Services & Meghalaya Judicial Service) who are already in service on 1st January, 2007 and those who enter service after the aforesaid date. It shall also be applicable to the members of the work-charged establishment holding scales of pay identical to that admissible to the employees of corresponding categories serving in the regular establishments/service.

1.3. The existing Dearness Allowance up-to 12 monthly index average of 569 points (base 1982 = 100) as applicable on 1st January, 2007 has been fully merged in the revised scales of pay and will no longer be admissible in the revised scales of pay.

1.4. As the revised scales of pay will become effective from 1st January, 2007, all new posts created after that date should be on the revised scales of pay and sanction to the continuance of temporary posts for which the existing sanction expired on or before that date, should be accorded in the revised scales. In the cases of Government employee who opts to retain the existing scale, the said scale will continue as personal to him for the period for which the option will be operative. For this purpose the existing Dearness Allowance will also continue to apply to such Government employee during the period he opted to retain the existing scale.

1.5. The existing system of granting stagnation increment(s) will continue. An employee who has reached the maximum of the scale of pay of the post held by him and completed two years of service at the maximum will be eligible to stagnation increment at the rate last drawn by him and will draw such increment at the interval of two years subject to three increments, in all.

1.6.1. Till the fixation of pay is finally checked by the Accountant General (Audit), the fixation of pay made by the Head of Office in the revised scale will be treated as provisional and he/she will draw the arrears and monthly pay of the staff/officer on the basis of the provisional fixation in the revised scales of pay. The Head of Office shall therefore make it clear to the

officers/staff under him that the drawal of the arrears and the pay in the revised scales is subject to adjustments in the light of discrepancies, if any, noticed later. For this purpose every employee shall be required to furnish an undertaking to the effect that any excess payment that may be found to have been made as a result of fixation of pay will be refunded to Government either by adjustment against future payments or by refund through Treasury Challans.

1.6.2. In the case of the Gazetted Officers drawing pay on the authority of the pay slips issued by the Accountant General (A & E), Meghalaya, the provisional fixation of pay in the revised scales shall be made by the Accountant General (A & E), who shall issue the pay slips after obtaining the undertaking from the concerned officers that in case of any excess drawal of pay and allowances, the amount overdrawn shall be refunded to the Government through the Treasury Challan.

PRINCIPLE OF PAY FIXATION AND FITMENT FORMULA

2. The methodology for fixation of initial pay of the State Government employees on their coming over to the revised scales of pay recommended by the Pay Commission at para. 6.13 of its Report has been accepted. Accordingly, the existing basic pay (dearness pay to be excluded) as on 1.1.2007 shall be multiplied by a factor of 2.66 and thereafter the basic pay shall be fixed at the next higher stage in the revised pay scale applicable thereto.

DEARNESS ALLOWANCE

3. The existing pattern of sanctioning Dearness Allowance twice a year, payable on 1st January and 1st July and the use of AICPI (IW) for estimating Dearness Allowance in the revised scales of pay will continue with slight modifications, as follows:-

- (a) With effect from 1.1.2007 Dearness Allowance shall be granted to compensate the price increase above 569 points (Base Year 1982 = 100) / 122.89 points (Base Year 2001 = 100). The AICPI (IW) with the new reference base 2001 shall, henceforth, be used for the purpose of calculating Dearness Allowance till it gets revised.
- (b) The 12 – monthly average price index above 569/122.89 points shall be determined twice a year for the period ending December and June and the percentage increase shall be taken in whole numbers only with fractions of 50 and above to be rounded off and below 50 to be ignored.
- (c) The rate of compensation to the employees over the basic pay at the index average shall also be taken in whole numbers with fractions of 50 and above to be rounded off and below 50 to be ignored.
- (d) 100 percent neutralization shall be allowed uniformly for all employees.

MEDICAL ALLOWANCE

4. The Government has decided to enhance the rate of Medical Allowance to Rs.700/- p.m. and the allowance will be admissible uniformly to all State Government employees/ pensioners/family pension holders, as per existing terms and conditions.

HOUSE RENT ALLOWANCE

5.1. The Government has accepted the recommendation of the Commission that the grant of House Rent Allowance to the government employees on the revised scales of pay shall be based on percentage of pay as indicated below:-

<u>Classification of cities/ towns and other places.</u>	<u>Rate of House Rent Allowance.</u>
(a) Greater Shillong Area :	15% of basic pay subject to a maximum of Rs.4,000/- p.m.
(b) District Headquarters :	12½% of basic pay subject to a maximum of Rs.3,000/- p.m.
(c) Other places :	10% of basic pay subject to a maximum of Rs.2,500/- p.m.

5.2. **Licence Fee**

The Government has taken note that the existing rates of Licence Fee, which came into effect from 1st January, 1987, are based on the Government of India scheme which does not have any relevance in the Meghalaya context. The Government has, therefore, accepted the recommendations of the Commission for introduction of a new Licence Fee structure, with certain modifications, and the rates of Licence Fee payable by government employees allotted with and occupying government residential accommodation/quarters will be as below:-

Flat Rate of Licence Fee for different types of Government accommodation/quarters.

Type of accommodation	Range of living area (Sq. Mt.)	Proposed flat rate of licence fee uniformly applicable throughout the State	Remarks
1.	2.	3.	4.
A ₁	Upto 30	25	Quarters sharing toilet facilities meant for two or more quarters.
A ₂	Upto 30	60	

B	30 to 50	110
C	50 to 75	160
D	75 to 100	250
E _I	100 to 150	400
E _{II}	150 to 200	550
E _{III}	200 to 300	850
E _{IV}	300 and above	1200

HOSTEL ACCOMMODATION

(1) Single Room	Rs.150.00 p.m.
(2) Double Room	Rs.250.00 p.m.

HILL COMPENSATORY ALLOWANCE

6. The Government has decided that the payment of Hill Compensatory Allowance will be at a uniform rate of Rs.300/- p.m. to all the State Government employees, irrespective of the place of posting.

WINTER ALLOWANCE:

7. The Government has decided that the grant of Winter Allowance to the employees will be at the rate of Rs.400/- p.m. and will be admissible for the months of November to January, with the existing norms for determining the applicability of this allowance remaining the same.

TRAVELLING ALLOWANCE

Permanent/Fixed Travelling Allowance:

8.1. The Government has decided that the grant of Permanent/Fixed Travelling Allowance to the following categories of employees on account of the nature of their duties/functions will be as indicated against each:-

I. Local Audit Officers/staff

(i) Audit Officer	Rs.2400/- p.m.
(ii) Auditor	Rs.2150/- p.m.
(iii) Assistant Auditor	Rs.1870/- p.m.
(iv) Peon	Rs.1200/- p.m.

II. Sub-Inspectors of Schools Rs.1000/- p.m.

III. Gram Sevaks/Sevikas Rs. 750/- p.m.

Subject to the condition that they perform a minimum of 15 days field duties in a month.

MILEAGE ALLOWANCE

8.2. The Government has accepted the recommendation of the Pay Commission for continuance of the existing formulation for fixation of Mileage Rates (Allowance) for different types/age of vehicles.

TRANSFER TRAVELLING ALLOWANCE

8.3. The Government has decided to do away with the existing provisions of Transfer Grant and Packing Allowance at different rates involving transfer within the State and outside the N.E.Region. In lieu thereof, a "Composite Grant" of one month's basic pay, with the rider that no "Composite Grant" shall be allowed where no change of residence is involved even in cases where the distance between the two stations is more than 20 Kms, will be admissible to the employees on transfer.

DAILY ALLOWANCE

8.4.1. The Government has decided that the rates of the Daily Allowance may be doubled and any future increase will be examined by the Finance Department from time to time. The following are the revised rates of Daily Allowance :-

Grade of employee	Within the State	Outside the State but in N.E.Region	Outside the N.E.Region
1.	2.	3.	4.
	Rs.	Rs.	Rs.
Grade – I	240.00	400.00	600.00
Grade – II	180.00	300.00	400.00
Grade – III	120.00	200.00	300.00
Grade – IV	100.00	180.00	280.00

Actual Lodging Expense

8.4.2. Subject to the existing conditions regulating the grant of actual lodging expenses to employees remaining the same, the Government has decided to revise the existing rates of actual lodging expense by doubling the rate(s) thereof as follows:-

Grade of Employees	Mumbai/Chennai/ Kolkata/New Delhi	Other places
1.	2.	3.
	Rs.	Rs.
(i) Grade – I	850.00	690.00
(ii) Grade – II	660.00	510.00
(iii) Grade – III	400.00	300.00
(iv) Grade – IV	240.00	180.00

CONVEYANCE ALLOWANCE

8.5.1. The Government has taken note of a large number of “new age” motor vehicles which have come on the roads with advanced technological inputs, ensuring environmental safeguards and fuel efficiency. Government has, therefore, decided that 25% enhancement over the existing quantum of P.O.L. reimbursement will be adequate. The revised rates of P.O.L. reimbursement facility in respect of officers allotted with conveyances by the Government will be as follows:-

Sl. No.	Designation of Officers	Rates of Petrol Re-imbursement Facility
1.	2.	3.
1.	Chief Secretary to the Government of Meghalaya	115 litres of petrol & 3 litres of Mobil oil
2	Additional Chief Secretary/ Principal Secretary/ Commissioner & Secretary to the Government of Meghalaya	75 litres of petrol & 2 litres of Mobil oil
3	Commissioner of Division	75 litres of petrol & 2 litres of Mobil oil
4	Secretaries and Secretariat Officers of equivalent rank who have allotted vehicles.	65 litres of petrol & 1.5 litres of Mobil oil
5	All Heads of Departments.	65 litres of petrol & 1.5 litres of Mobil oil
6	Deputy Commissioner and Superintendent of Police, East Khasi Hills District	115 litres of petrol & 3 litres of Mobil oil
7	All Deputy Commissioners and Superintendents of Police other than Sl.6 above.	65 litres of petrol & 1.5 litres of Mobil oil
8	All District Medical & Health Officers	20 litres of petrol
9	(a) Estate Officer (GAD)	40 litres of petrol
	(b) Sectional Officer (Elect)/ Sectional Officer (Civil) under Estate Office	15 litres of petrol
10	(i) All Executive Engineers (Build.)	20 litres of petrol
	(ii) Sub-Divisional Officers (B)	25 litres of petrol
	(iii) Sectional Officers(B)	15 litres of petrol

	(iv) Section Assistants(B)	15 litres of petrol	
11	Sub-Divisional Officer, Meghalaya House, New Delhi	40 litres of petrol	
12	Protocol Officer, Meghalaya	65 litres of petrol & 1.5 litres of Mobil oil	
13	Medical & Health Officer, District Jail, Shillong	20 litres of petrol	
14	Inspectors, Sub-Inspectors & Asstt. Sub-Inspectors of Police	15 litres of petrol	} Subject to allotted vehicles/ maintenance of own conveyances.
15	Inspectors of Supply, O/O Movement Officer, Meghalaya House, Guwahati.	25 litres of petrol	
16	Resident Commissioner, New Delhi	115 litres of petrol & 3 litres of Mobil oil	
17	Trade Adviser & Director of Movement, Kolkata	75 litres of petrol & 2 litres of Mobil oil	
18	P.P.S. to Chief Minister	95 litres of petrol & 2 litres of Mobil oil	
19	Deputy Examiner of Local Accounts	20 litres of petrol	

8.5.2. The Government has also decided that the amount of Conveyance Allowance in respect of the Estate Assistant, Office of Estate Officer (G.A.D) will be raised from the existing rate of Rs.150.00 p.m. to Rs.300.00 p.m.

SPECIAL PAY

8.6. The Government has accepted the recommendations of the Pay Commission to do away with Special Pay and that its consideration in future should be strictly in conformity with the provisions of F.R.7(21) of Meghalaya FRs & SRs, 1984. However, Cashiers/Assistants handling cash and Duftries assigned with Treasury and Bank duties will be allowed Special Pay at double the existing rates as indicated below :-

Amount of average monthly cash handled	Existing rates	Revised rates
1.	2.	3.

- | | | |
|-----------------------------------|-------------|-------------|
| (i) Upto Rs.10,000.00 | 100.00 p.m. | 200.00 p.m. |
| (ii) Rs.10,001.00 to Rs.50,000.00 | 125.00 p.m. | 250.00 p.m. |

(iii) Rs.50,001.00 to Rs.125, 000.00	150.00 0.m.	300.00 p.m.
(iv) Rs.125,000.00 to Rs.250,000.00	200.00 p.m.	400.00 p.m.
(v) Rs.250,001.00 and above	250.00 p.m.	500.00 p.m.
(vi) Duftries detailed for Treasury and Bank duties	75.00 p.m.	150.00 p.m.

NON PRACTISING ALLOWANCE

8.7. The Government has agreed with the view of the Pay Commission that the provision of Non-Practising Allowance in respect of the Medical and Health Officers merits no consideration.

RURAL ALLOWANCE

8.8. The Government has decided that the categorization recommended by the Pay Commission would be examined further so that the objectives of grant of this allowance are met.

MESSING AND UNIFORM ALLOWANCE

8.9. Government has accepted the recommendation of the Pay Commission for revision of the rate of Uniform Allowance and Messing Allowance admissible to the Nursing staff of the Hospitals/PHCs/CHCs and Dispensaries as follows:-

- (a) Uniform Allowance : Rs.2000/- for the first year and Rs.400/- for subsequent year(s).
- (b) Messing Allowance : Rs.700/- p.m.

SHIFT ALLOWANCE

8.10. Government has decided that the Shift Allowance in respect of the Lecturers of the Government Colleges who are assigned with extra classes either in the morning or the evening shifts be allowed a revised rate of Rs.2,000.00 p.m. as recommended by the Pay Commission.

TRAINING INSTITUTION ALLOWANCE

8.11. Government has decided that the government employees posted on transfer as Trainers/Instructors in various Training Institutes will be allowed the Training Institution Allowance at the rate of 10% of basic pay without upper ceiling.

OVERTIME ALLOWANCE

8.12. Government has decided that the existing scheme of Overtime Allowance for the industrial employees of the Printing and Stationery Department and Drivers of the Meghalaya Houses at New Delhi, Kolkata and Guwahati will continue. However, in the case of the drivers of the Meghalaya Houses the rate of Overtime Allowance will be enhanced to Rs.1500.00 p.m. as recommended by the Pay Commission.

RATION ALLOWANCE

8.13. Government has accepted the recommendations of the Pay Commission for revision of the Ration Allowance to the personnel of the Home (Police) and Home (Guards & Civil Defence) by doubling the existing rates as below:

Home (Police) Department

(a) Armed Branch

Police Personnel up-to the rank of Inspector : Rs.420.00 p.m.

(b) Unarmed Branch:

Police Personnel up-to the rank of Inspector : Rs.330.00 p.m.

Home Guards & Civil Defence Department

(i) Border Wing Home Guards up-to the rank of Subedar : Rs.550.00 p.m.

(ii) Secretariat Guards : Rs.200.00 p.m.

KIT ALLOWANCE/KIT MAINTENANCE ALLOWANCE

8.14.1. Government has accepted the recommendations of the Pay Commission for revision of the rates of the Kit Allowance and Kit Maintenance Allowance to the Officers and personnel of the Police Department as follows:-

Kit Allowance :

- | | |
|---|--|
| (i) State Police Service (Senior)/ Superintendent of Police/ Additional Superintendent of Police/ Commandant/ Second in Command/ Superintendent of Police (Communication)/ Fire Service Adviser/ Deputy Fire Adviser. | (a) Initial grant – Rs.4000/-
(b) Rs.1000/- for every 2 years |
| (ii) State Police Service (Junior)/Deputy Superintendent of Police/Deputy Superintendent of | (a) Initial grant - Rs.4,000/- |

Police (Communication)/ Deputy Superintendent of Police (Cartographer)/ Assistant Commandant / Assistant Principal, Police Training Centre/Quarter Master (b) Rs.1000/- for every 2 years.

Kit Maintenance Allowance :

- | | | |
|------|--------------------------------|------------------|
| (i) | All Officers of Gazetted grade | : Rs.100.00 p.m. |
| (ii) | Others | : Rs. 50.00 p.m. |

8.14.2. The Government has also accepted the Pay Commission's recommendation for continuance of the "weightage" of 50% for the Traffic Police Personnel wearing white uniform.

DEPUTATION (DUTY) ALLOWANCE

8.15. The Government has decided that the existing provisions for grant of Deputation (Duty) Allowance will continue.

RISK ALLOWANCE

8.16.1. The Government has accepted the recommendations of the Pay Commission for withdrawal of the Risk Allowance and to consider framing of appropriate guidelines for payment of compensation to employees who are in hazardous duties in terms of the provisions of Section 3 of the Workmen's Compensation Act, 1923, as amended from time to time.

8.16.2. The Government has decided that the period of leave for treatment of tuberculosis, cancer and leprosy be reduced to ten months from the existing 18 months keeping in view the improvement in modern medical treatment of these diseases. Further extension of the period of leave to be allowed on specific recommendation of the State Medical Board.

8.16.3. The Government has also decided the inclusion of HIV/AIDS as one of the fell diseases under S.R.114(1) of Meghalaya FRs & SRs, 1984.

8.16.4. The Government has further decided to introduce Government Insurance Scheme in the State to cover all employees.

**COMPENSATORY ALLOWANCES IN RESPECT OF THE STATE GOVERNMENT
EMPLOYEES STATIONED/POSTED IN OTHER STATES INCLUDING THE
NATIONAL CAPITAL**

9. The Government has accepted the recommendation of the Pay Commission for continuance of the existing system of allowing the State Government employees stationed/posted in other States, including the National Capital, to draw the compensatory allowances like House Rent Allowance, City Compensatory Allowance, etc., at the rates applicable to their counterparts in the respective States and/or the National Capital.

**IMPLEMENTATION OF THE COMMISSION'S RECOMMENDATION ON
ALLOWANCES AND OTHER RELATED MATTERS**

10. All the aforesaid revised allowances and related matters, other than dearness allowance, will be effective from 1st September, 2009.

LOANS AND ADVANCES

House Building Advance/Housing Loan/Advance for purchase of Computer, etc.

11.1. The Government has decided that the existing arrangements for the admissibility of the above loans/advances covered by the MOU executed between the Government and the SBI will continue, as recommended by the Pay Commission.

Children Education Advance

11.2. Government has accepted the recommendations of the Pay Commission for enhancement of the quantum of this advance as follows:-

- (i) Rs. 5,500.00 for one school-going child.
- (ii) Rs.11,000.00 for two or more school-going children.

Festival Advance

11.3. The Government has accepted the recommendation of the Pay Commission for enhancement of the amount of Festival Advance from Rs.3,000/- to Rs.5,000./-, with the existing conditions for granting of the advance remaining same.

PENSION AND OTHER RETIREMENT BENEFITS

Qualifying service for pension/family pension

12.1. The Government has decided that the qualifying service for pension/family pension will be as follows:-

- (a) Person having put in 10 years or more service against sanctioned post/service will be eligible for pension, irrespective of confirmation (i.e., substantive appointment) and/or temporary/officiating appointment.
- (b) Full pension will be admissible on completion of 30 years of qualifying service instead of existing 33 years. For the purpose of computation of pension, 30 years will be taken as the reckonable factor.

Quantum and "minimum" and "maximum" of pension/family pension

12.2. The Government has accepted the recommendations of the Pay Commission on the quantum and the minimum and maximum of pension/family pension as follows:-

- (i) Continuance of the existing method for calculation of pension at 50% of the six monthly average emoluments.
- (ii) Continuance of the existing calculation rate of 30% of pay for the purpose of computation of Family pension.
- (iii) Keeping in view the restructured revised scales of pay, the “minimum” and the “maximum” amount of pension and family pension are as below:-

	<u>Minimum</u>	<u>Maximum</u>
	<u>Rs.</u>	<u>Rs.</u>
(a) Pension :	3,250.00	24,490.00
(b) Family Pension :	3,250.00	14,694.00

Date of effect and fixation/consolidation of pre – 1.1.2007 Pensioners/Family Pensioners

12.3. The Government has decided that the date of effect of the revised pension/family pension in respect of the pre-1.1.2007 pensioners/family pensioners will be from 1.1.2007. For the purpose of fixation/consolidation of pension/family pension, the multiplication factor of “2.66” will apply on the existing basic pension/family pension only (the element of “dearness pension/dearness family pension” to be excluded).

Change/enhancement in the age of superannuation

12.4. The Government has decided that status quo would be maintained in so far as the retirement age is concerned while the matter may be further examined.

Restoration of commuted value of a portion of pension

12.5. The Government has decided that the existing period of 15 years from date of retirement for restoration of commuted portion of pension will continue. The Government has also accepted the recommendations for adoption of the Commutation Table in the light of the Sixth Central Pay Commission’s recommendations and implemented by the Government of India.

Extra-ordinary Pension Rules

12.6. The Government has decided that there is need to frame the State’s own Extra-ordinary Pension Rules on the lines of the recommendations of the Pay Commission given at paragraphs 9.15.1. to 9.15.10. of its Report.

Special Family Pension

12.7. The Government has decided that the provisions of the scheme of Special Family Pension, introduced in the State from 4th July, 2007, should be incorporated in the existing rules of the State Government.

Extra-Gratia Grant to the families of armed services personnel/State Police Personnel/ Home Guards Personnel and others killed while on law and order duties/anti-insurgency or terrorists action

12.8. The Government has decided that the extant orders of the above special provisions which had been implemented with effect from 1st January, 2001 should be incorporated in the relevant rules.

Ex-Gratia payment to families of Government employees who die while performing official duties

12.9. The Government has decided that the maximum limit of ex-gratia payment will be six months pay or Rs.40,000/-, whichever is less.

Death-cum-Retirement Gratuity/Service Gratuity

12.10. Keeping in view the reduction in the “qualifying service” to 30 years for entitlement to the benefit of full pension, the Government has decided that the upper ceiling for Death-cum-Retirement Gratuity/Service Gratuity will be at Rs.7,00,000/-.

Old-age increment in pension

12.11. The Government has accepted the recommendation of the Pay Commission for incremental enhancement of pension to old-aged pensioners on their attaining the age indicated below at the rates indicated against each:-

<u>On attaining the age of</u>	<u>Additional increase of pension</u>
80 years 20% of basic pension
85 years 30% of basic pension
90 years 40% of basic pension
95 years 50% of basic pension
100 years 100% of basic pension

New Pension Scheme

12.12. The Government has decided to implement the recommendations of the Pay Commission, given at Para 9.19.1. to 9.19.4., for introduction of the Contributory Pension Scheme in the State as early as possible.

Data Base for Pension and related matters

12.13. The Government has accepted the recommendation of the Pay Commission on the need to develop a comprehensive system of Data Base on pension on priority.

SERVICE CONDITIONS

Service Rules

13.1. The Government agreed with the observations of the Pay Commission at para. 10.2.3. of its Report regarding the inadequacies of departmental cadres and service rules for the purpose of regulation of employees' conditions of service and considered the strong urging of the Commission that expeditious steps should be taken to finalize and notify the Service Rules of various services for the efficient functioning of the Departments/ Directorates. The Government, accordingly, decided that the following recommendations of the Pay Commission should be implemented immediately:-

- (i) A clear direction be issued for finalization of the Service Rules with definite time-frame, failing which the relevant Executive Orders should stand frozen and no recruitment or promotion should take place in the defaulting Department.
- (ii) A Monitoring Cell under the Personnel Department may be set up to oversee framing of the Service Rules within the given time-frame.

Stagnation Increments

13.2. The Government has accepted the recommendation of the Pay Commission for continuance of the existing provision of 'stagnation increments' subject to the maximum of three biennial basis.

Leave Travel Concession

13.3. The Government has considered the observations of the Pay Commission on the existing conditions and restrictions/limitations concerning Leave Travelling Concession and has accepted its recommendation that the facility of All India L.T.C. be allowed once in the last year of an employee's service.

Training

13.4. The Government has accepted the recommendation of the Pay Commission for setting up of an Expert Committee to look into the training requirement in the State and also the manner in which the State's Training Institutions are to be strengthened. The Commission's recommendation for posting/appointment of full-time Directors for SIRD and MATI and, if necessary, to induct academicians for this work, has been accepted.

Group Insurance Scheme

13.5. The Government has decided that the scheme of Group Insurance should be introduced expeditiously as one of the employment welfare schemes.

Entitlement of T.A., etc, to a member of family of deceased employee accompanying the dead body

13.6. The Government has accepted the Commission's recommendation that besides the existing facilities, the journey expenses of one member of the deceased employee accompanying the dead body may be treated as on tour, with the benefit of incidental charges.

Employment on Compassionate Ground

13.7. The Government has decided to do away the scheme of employment on compassionate ground as recommended by the Pay Commission.

Honorarium/Fee

13.8. The Government has decided that the extant rules may be kept in view for regulating the grant of honorarium and fee.

Compensation for holidays foregone

13.9. The Government has decided for continuance of the scheme of compensation for holidays foregone and accepted the recommendation of the Pay Commission about the need to constitute a group for in-depth study to find out ways to reduce misuse of this benefit.

Leave entitlements

13.10. The Government has accepted the recommendations of the Pay Commission on the aspect of leave entitlements and decided as follows:-

- (i) Maternity leave of 120 (one hundred twenty) days instead of 90 (ninety) days for female government employees, limiting to two-children twice in the service period and that in case of still-born delivery, grant of maternity leave for more than one occasion will be allowed.
- (ii) Paternity leave of 7 (seven) days for spouses of the female government employee.
- (iii) For government employees under vacation departments –
 - (a) 10 (ten) days earned leave will be allowed, subject to the existing regulation of the availing of the vacation – 5 (five) days of earned leave to be afforded for each half-year on the 1st day of January and July, respectively;
 - (b) restriction of availing of commuted leave on private affairs to be done away with; and
 - (c) entitlement of half-pay leave be raised to 30 (thirty) days from the existing 20 (twenty) days in respect of each completed year.
- (iv) Formal rules are to be framed for regulating the grant of special casual leave for the purpose of Games and Sports and cultural events that the State Government employees participate in or in connection with participation in Service Associations' service related programmes.

Accumulation of Earned Leave

13.11. The Government has decided that accumulation of earned leave beyond 300 days will be allowed to government employees subject to the existing restriction that encashment of unutilized earned leave be limited to the maximum of 300 days.

Efficiency Bar

13.12. The Government agreed with the Pay Commission's observation that there are certain deficiencies in the operation of the system of efficiency bar, especially in the manner in which scrutiny for crossing the bar is not being uniformly followed in all cases and in the delay by the authorities concerned to sanction the same. The Government has, therefore, decided that the following existing rules/orders/guidelines, should be strictly followed in the scrutiny and sanction for crossing of efficiency bar by the employees:-

A month before the date on which an officer is due to cross the efficiency bar, the officer under whom he is working should send a special report through his superior for the year preceding the date on which the officer is due to cross the bar. The criterion for crossing the efficiency bar is –

- (a) that the officer must have worked during the year at the end of which he is to cross the efficiency bar to the best of his ability, and
- (b) that his integrity during that year has not been in question.

Classification of services/posts

13.13. Consequent upon the acceptance of the modified/restructured revised pay scales of pay, the readjustments in the group-wise classification of the Services/Grades will be as follows:-

- Group 'A' – All posts in the revised scales of pay the maximum of which is Rs.33690/- and above.
- Group 'B' – All Posts in the revised scales of pay the maximum of which is Rs.27510/- and above but below Rs.33690/-.
- Group 'C' – All posts in the revised scales of pay the maximum of which is Rs.13840/- and above but below Rs.27510/-.
- Group 'D' – All posts in the revised scales of pay the maximum of which is Rs.12700/-.

13.14. For the purpose of Travelling Allowance, the readjustments will be as follows:-

- Grade I – All employees drawing pay of Rs.26,700/- p.m. and above.
- Grade II – All employees drawing pay of Rs.14,700/- p.m. and above but below Rs.26,700.00 p.m.
- Grade III – All employees drawing pay above Rs.12,700/- p.m. but below Rs.14,700.00 p.m.
- Grade IV – All employees drawing pay of Rs.12,700/- p.m. and below.

Public holidays/Restricted holidays/Half holidays

13.15. The Government has decided that the number of holidays admissible to the government employees at present, and in particular the Restricted Holidays, will be reviewed and considered.

Working hours

13.16. The Government agreed with the Commission that the present office working hours are reasonable and will, therefore, continue.

Modernisation and e-governance

13.18. The Government has decided implementation of a Grievances Redressal Portal to make Government functioning more citizen-friendly and delivery oriented.

DEPARTMENTAL RECOMMENDATION**Cadre Management of Group 'A' Services**

14.1. The Government has considered the detailed examination/observations of the Pay Commission at para 12.1.1. to 12.1.3. of Part – II of its Report relating to the existing status in Government departments on the scheme of Cadre Management and also its in-depth examination and recommendations on some of the State Level Group 'A' Services. The recommendations as dealt with in the respective services have been accepted.

Ministerial Cadres

14.2. The Government has noted the Commission's findings on the "Ministerial Cadres" given at para 12.2.1(1) to 12.2.7. of its Report which reflects the existing position of the aforesaid cadres at all the three levels of Secretariat, Heads of Departments and District and Subordinate Offices. The recommendations thereof have been accepted by Government.

Departmental Recommendations

14.3. In the course of Government's examination of the recommendations of the Pay Commission and the Empowered Committee, very large number of memoranda, representations and petitions have been submitted by different Service Associations, groups of individuals and individual employees, highlighting their grievances and perceived anomalies in the conditions of service, including the recommended revised scales of pay. The Government considered that such matters would require in-depth examination and has, therefore, decided to set up an Anomalies Committee for the purpose. Separate orders will be issued in this regard.

REGULATION OF ARREARS

15.1. The Government has decided that 40 (forty) percent of aggregate of the arrears accruing out of the revised pay and allowances will be paid in cash to the State Government employees within the financial year 2009 – 10. Orders in regard to the release of the balance of the arrears (that is, 60%) will be issued separately. For the purpose of computation of arrears, pay, personal pay, special pay, if any, and dearness allowance, as admissible from time to time, will be taken into account. Other compensatory allowances, such as House Rent Allowance, Medical Allowance, Hill Compensatory Allowance, etc., will be excluded.

15.2. In the case of persons who have since retired from service or who have since died or who are due to attain the age of superannuation within the next 6 (six) months from 1st September, 2009, the deduction at source as mentioned above will not be made. In their case, the arrears accrued out of the revised pay and allowances will be released in cash. In authorizing arrears, Income Tax as due may also be deducted and credited to Government in accordance with the instructions on the subject. In case a government employee wishes to deposit his/her arrears in the General Provident Fund, this may be allowed. Government have also decided that arrears accrued out of revision/consolidation of pension/family pension will be released in cash.

OTHER MATTERS

16. The recommendations made by the Fourth Meghalaya Pay Commission which are not included in this Resolution, are being examined by the Government and decision thereon will be notified separately.

ORDER

Ordered that the Resolution be published in the Gazette of Meghalaya Extraordinary.

Ordered that a copy of the Resolution be communicated to the Departments of the Government, Government of India, other State Governments and all other concerned.

(B. K. DEV VARMA)

Principal Secretary to the Govt. of Meghalaya,
Finance Department.

(S. C. MOMIN)

Under Secretary to the Govt. of Meghalaya,
Finance (Pay Revision) Department.

ANNEXURE

PART-IIA]

THE GAZETTE OF MEGHALAYA, (EXTRAORDINARY) SEPTEMBER 17, 2009

714

MODIFIED / RESTRUCTURED REVISED SCALES OF PAY

Sl. No	EXISTING SCALES				REVISED SCALES RECOMMENDED BY THE FOURTH MEGHALAYA PAY COMMISSION	MODIFIED/RESTRUCTURED SCALES OF PAY	
	Standard Scales	Time Span	Extended Scales	Time Span	Standard Scales	Standard Scales	Time Span
1	2	3	4	5	6	7	8
1.	2440 – 3680	24	2900 – 3875	15	6500-160-7460-EB-180-8900-220-11100	6500-160 -7620-EB-210 -9510-290 -12700	27
2.	2650 – 4130	24	3250 – 4375	15	7100-180-8180-EB-200-9780-240-12180	7100-180 -8360-EB-230-10430-310-13840	27
3.	2900 – 4620	24	3600 – 4875	15	7700-200-8900-EB-220-10660-250-13160	7700-190 -9030-EB-250-11280-340-15020	27
4.	3100 – 5060	24	3900 – 5325	15	8300-220-9620-EB-240-11540-270-14240	8300-210 -9770-EB-270 -12200-370-16270	27
5.	3450 – 5650	24	4300 – 5875	15	9200-240-10640-EB-260-12720-300-15720	9200-230 -10810-EB-300 -13510-410-18020	27
6.	3725 – 6165	24	4650 – 6375	15	9900-260-11460-EB-280-13700-330-17000	9900-250 -11650-EB-320-14530-440-19370	27
7.	3975 – 6655	24	4950 – 6825	15	10600-280-12280-EB-300-14680-360-18280	10600-270-12490-EB-340 -15550-470 -20720	27
8.	4250 – 7170	24	5400 – 7425	15	11300-310-13160-EB-340-15880-400-19880	11300-280-13260-EB-360-16500-500-22000	27
9.	4500 – 7660	24	5750 – 7925	15	12000-340-14040-EB-370-17000-420-21200	12000-300-14100-EB-390-17610-530-23440	27
10.	4900 – 8300	24	6150 – 8475	15	13100-370-15320-EB-390-18440-430-22740	13100-330-15410-EB-420-19190-580-25570	27
11.	5100 – 8740	24	6500 – 8975	15	Merged with No.12	14100-350 -16550-EB-460-20690-620 -27510	27
12.	5300 – 9180	24	6775 – 9400	15	14100-410-16560-EB-440-20080-500-25080		
13.	5500 – 9760	24	-	-	14700-440-17340-EB-460-21020-520-26220	14700-370-17290-EB-480 -21610-650-28760	27
14.	5750 – 10120	23	-	-	Merged with No.15	15700-390-18430-EB-510-23020-690 -30610	27
15.	5900 – 10440	22	-	-	15700-480-18580-EB-500-22580-560-28180		
16.	6100 – 10795	21	-	-	16300-500-19300-EB-520-23460-580-29260	16300-410-19170-EB-530-23940-720-31860	27
17.	6350 – 11130	20	-	-	17000-520-20120-EB-540-24440-600-30440	17000-470-20290-EB-560-25330-760-33690	27
18.	6850 – 11600	19	-	-	18300-540-20460-EB-580-25100-670-31130	18300-500-21800-EB-650-27000-810-35100	25
19.	7750 – 12115	16	-	-	20700-600-24300-700-27100-820-32020	20700-620-24420-730-29530-890-36650	21
20.	8750 – 13100	15	-	-	23300-700-26800-800-30800-850-35050	23300-700-27500-830-32480-970-39270	19
21.	10000 – 14075	13	-	-	26700-800-30700-900-37900	26700-800-33100-1000-42100	17
22.	10750 – 14800	12	-	-	28700-900-34100-1000-40100	28700-860-35580-1050-43980	16
23.	11750 – 15625	10	-	-	31300-1000-36300-1100-41800	31300-940-37880-1110-46760	15
24.	13200 – 17000	8	-	-	35300-1100-40800-1300-46000	35300-1060-41660-1220-48980	12



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PART- IIA
GOVERNMENT OF MEGHALAYA
FINANCE (PAY REVISION) DEPARTMENT
ORDERS BY THE GOVERNOR

The 17th September, 2009.

No. F(PR)- 53/2009/1.

OFFICE MEMORANDUM

Subject:- Revision of the scales of pay of the State Government employees.

1.1. The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Fourth Meghalaya Pay Commission with regard to the structure of pay, the Governor of Meghalaya is pleased to revise the scales of pay of the State Government employees with effect from 1st January, 2007 as given below:-

Sl. No.	Existing scales of pay		Modified/Restructured revised scales of pay
	Standard scales	Extended Scales	
(1)	(2)	(3)	(4)
1.	2440 – 3680	2900 – 3875	6500-160-7620-EB-210-9510-290-12700
2.	2650 – 4130	3250 – 4375	7100-180-8360-EB-230-10430-310-13840
3.	2900 – 4620	3600 – 4875	7700-190-9030-EB-250-11280-340-15020
4.	3100 – 5060	3900 – 5325	8300-210-9770-EB-270-12200-370-16270
5.	3450 – 5650	4300 – 5875	9200-230-10810-EB-300-13510-410-18020
6.	3725 – 6165	4650 – 6375	9900-250-11650-EB-320-14530-440-19370
7.	3975 – 6655	4950 – 6825	10600-270-12490-EB-340-15550-470-20720
8.	4250 – 7170	5400 – 7425	11300-280-13260-EB-360-16500-500-22000
9.	4500 – 7660	5750 – 7925	12000-300-14100-EB-390-17610-530-23440
10.	4900 – 8300	6150 – 8475	13100-330-15410-EB-420-19190-580-25570
11.	5100 – 8740	6500 – 8975	14100-350-16550-EB-460-20690-620-27510
12.	5300 – 9180	6775 – 9400	
13.	5500 – 9760	-	14700-370-17290-EB-480-21610-650-28760
14.	5750 – 10120	-	15700-390-18430-EB-510-23020-690-30610
15.	5900 - 10440	-	
16.	6100 – 10795	-	16300-410-19170-EB-530-23940-720-31860
17.	6350 – 11130	-	17000-470-20290-EB-560-25330-760-33690
18.	6850 – 11600	-	18300-500-21800-EB-650-27000-810-35100
19.	7750 – 12115	-	20700-620-24420-730-29530-890-36650
20.	8750 – 13100	-	23300-700-27500-830-32480-970-39270
21.	10000 – 14075	-	26700-800-33100-1000-42100
22.	10750 – 14800	-	28700-860-35580-1050-43980
23.	11750 – 15625	-	31300-940-37880-1110-46760
24.	13200 – 17000	-	35300-1060-41660-1220-48980

1.2. The revised scales of pay specified above shall also be applicable to the members of the work-charged establishments holding posts in identical scales of pay as admissible to the government employees of corresponding categories under the regular establishment/services/posts.

2. All State Government employees who are drawing pay in the existing scales of pay, specified either in column 2 or 3 of para. 1.1. above, shall draw pay in the corresponding revised scales, applicable to their posts/services, as indicated at column 4 thereof with effect

from 1st January, 2007. Provided that a government employee may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

3.1. A government employee who either opts to come over to the revised scales of pay with effect from 1st January, 2007 or to retain the existing scale of a post held by him until he earns his next increment or any subsequent increment or until he vacates his post or ceases to draw pay in that scale shall exercise his option in writing in the form appended at **Annexure – I** and submit it to the Head of Office within **60 (sixty)** days from the date of issue of this order. In the case of gazetted officers who draw their pay on the authority of pay slips issued by the Accountant General (A & E), Meghalaya, the option should be intimated direct to the Accountant General (A & E), Meghalaya, Shillong.

3.2. If the intimation regarding the option is not received within the time mentioned at para. 3.1. above, the government employee shall be deemed to have elected to be governed by the revised scale(s) of pay with effect from the 1st day of January, 2007.

3.3. Persons who have died on or after the 1st day of January, 2007 and could not exercise the option within the time-limit specified at para. 3.1. above, shall be deemed to have opted for the revised scale(s) of pay on and from the 1st day of January, 2007 or such later date as is more beneficial to their dependents, if the revised scales of pay are more favourable to them. In such cases, necessary action for payment of arrears should be taken by the Head of Office/Accountant General (A & E), Meghalaya.

3.4. A government employee appointed to a post on or after the 1st day of January, 2007 shall, ipso facto, draw pay in the revised scale applicable to the post so held by him. In his case, the question of electing the revised scale of pay and exercising option does not arise.

3.5. In the case of a government employee who is, on the date of issue of this order, out of India on leave or deputation, foreign service or training as the case may be, the option should be exercised in writing and submitted to the appropriate authority within 60 (sixty) days of the date of his taking over charge of his post under the State Government. In the case of an employee who is under suspension on the 1st day of January, 2007, the option should be

exercised within 60 (sixty) days of the date of his return to duty if that date is later than the date referred to above.

3.6. The option once exercised shall be final.

4.1. The initial pay of a government employee who elects or is deemed to have elected the revised scale of pay with effect from the 1st day of January, 2007 shall, unless the Governor of Meghalaya by special orders otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him in the following manner, namely :-

- (i) Pay in the revised scale will be determined by multiplying the existing basic pay (*Dearness Pay not to be included*) as on 1.1.2007 by a factor of 2.66 and thereafter the initial basic pay is to be fixed at the next higher stage in the revised scale applicable to that particular pay scale;
- (ii) if the amount arrived at as per (i) above is less than the minimum of the revised pay scale, the pay shall be fixed at the minimum of that revised pay scale;
- (iii) if the amount arrived at as per (i) above is more than the maximum of the revised pay scale, the pay shall be fixed at the maximum of that revised pay scale.

4.2. If the pay of an employee as fixed in the above manner in the officiating post is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as that of the substantive pay. Where there is no stage in the applicable revised scale of the pay in the officiating post, the difference representing the excess shall be allowed to such Government employee as personal pay (PP) to be absorbed in future increase in pay and/or merged in subsequent increment(s).

4.3. Where in the fixation of pay under para. 4.1. above, the pay of a government employee, who, in the existing scale of pay was drawing immediately before the 1st day of January, 2007

more pay than another government employee junior to him in the same cadre, gets fixed in the revised scale of pay at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale of pay as that of the junior.

5. The fixation of initial pay of an employee in the revised scale of pay shall be made in the form appended at **Annexure – II**, in triplicate. For this purpose, the Ready Reckoner appended at **Annexure – III** may be referred to for guidance.

6. The next increment of the government employee whose pay has been fixed in the revised scale of pay in accordance with the provision of para. 4.1. above shall be granted on the date he would have drawn his increment had he continued in the existing scale of pay.

Provided that in the case of an employee whose pay is fixed on the 1st day of January, 2007 at the same stage as the one fixed for another government employee junior to him in the same cadre and drawing pay at a lower or same stage than him in the existing scale, his next increment shall be allowed on the same date as admissible to his junior, if the date of increment of the junior government employee happens to be earlier.

Provided also that in the case of an employee who had been drawing the maximum of the existing scale of pay for more than a year as on the 1st day of January, 2007, the next increment in the revised pay scale shall be allowed on the 1st day of January, 2007.

Provided further that in the case of an employee who was in receipt of an ad hoc increment on his stagnation for more than three years at the maximum of the existing scale of pay as on 1st January, 2007, one more increment in the revised scale of pay shall be allowed to him on the 1st January, 2007 in addition to the increment already allowed under the preceding proviso.

7. Till the Meghalaya Services (Revision of Pay) Rules are notified by Government and the fixation of pay finally approved by the Accountant General (A & E/Audit), Meghalaya,

the drawal of pay by the government employees in the revised scales of pay shall be purely provisional and any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of the discrepancies noticed subsequently will be have to be refunded by the employees concerned either by adjustment against future payments due to them or otherwise. The Head of Office shall, therefore, ensure that the employees submit an undertaking to this effect in the prescribed form at **Annexure – IV** before the revised pay and arrears are drawn.

8. The decision to allow the employees to draw the corresponding revised scales of pay is without prejudice to any revision/modification which may be incorporated in the Meghalaya Services (Revision of Pay) Rules, 2009 to be issued on this behalf on the basis of the decision which Government may take in respect of scales of pay of certain posts/services.

9. The revised scales of pay and other benefits will be effective from 1st January, 2007. The revised rates of allowances, such as House Rent Allowance, Medical Allowance, Hill Compensatory Allowance, etc., will, however, be paid prospectively with effect from 1st September, 2009. Orders in respect of the above Compensatory Allowances are being issued separately.

10.1. On receipt of the necessary option and also the Undertaking, action for fixation of pay in the applicable revised scales of pay shall be taken and the pay and allowances for the month of September, 2009 may be drawn and paid on the basis of the revised pay structure and admissible allowances.

10.2. Bills may be drawn separately in respect of the arrears of pay and allowances for the period from 1st January, 2007 to 31st August, 2009. The Governor of Meghalaya is also pleased to order that 40% of aggregate of the arrears so computed shall be paid in cash to the Government employees within the financial year. Orders in regard to the release of the balance of the arrears (i.e., 60%) will be issued separately.

10.3. In the case of persons who have since retired from service or who have since died or who are due to attain the age of superannuation within the next six months from 1st September, 2009, the deduction at source as mentioned above will not be made. In their cases, the arrears accrued of the revised pay and allowances will be released in cash.

10.4. In authorising the arrears, Income Tax as due may also be deducted and credited to Government in accordance with the instructions on the subject. In case a Government employee wishes to deposit his/her arrears in the General Provident Fund, this may be allowed.

11. The expenditure on account of the revised pay and allowances shall be debitable to the respective head of account from which the employees draw their salaries.

(B. K. Dev Varma)

Principal Secretary to the Government of Meghalaya,
Finance Department.

(S. C. MOMIN)

Under Secretary to the Govt. of Meghalaya,
Finance (Pay Revision) Department.

ANNEXURE - I**FORM OF OPTION****(Refer Para – 3.1)**

*1. I, _____, hereby elect the revised scale with effect from 1st January, 2007.

*2. I, _____, hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until –

* the date of my next increment.

* the date of my subsequent increment raising my pay to Rs. _____

* I vacate or cease to draw pay in the existing scale.

3. The option hereby exercised is final.

Station _____

Signature _____

Date _____

Name _____

(IN BLOCK LETTERS)

Designation _____

Office / Department in which
employed _____

* To be scored out if not applicable

ACKNOWLEDGEMENT

Received the above declaration of option from Shri/Smti. _____
 _____ on this _____ day of _____ 2009.

Station _____

Signature of receiving authority _____

Date _____

(Designation with official seal) _____

ANNEXURE – II

**STATEMENT OF FIXATION OF INITIAL PAY UNDER THE MEGHALAYA SERVICES
 (REVISION OF PAY) RULES, 2009
 (Refer Para – 5)**

1. Department/Office : _____
2. Name of the government employee : _____
3. Designation of the post held in which
pay is to be fixed as on 1st January, 2007 : _____
4. Whether substantive or officiating : _____
5. Existing scale(s) of the post : _____
6. Existing basic pay as on 1st January,
2007 (excluding dearness pay) : _____
7. Pay after multiplication by a factor of
2.66 : _____
8. Applicable revised scale of pay corres-
ponding to the pre-revised scale shown at
Sl. 5 above : _____
9. Stage in the revised scale at which pay
is to be fixed (next above the amount
arrived at Sl. 7 above) : _____

10. Increment(s) allowed under the second and third proviso below para 6 of the Office Memorandum : _____
11. Stepped up pay with reference to the revised pay of the junior, if applicable (para. 4.3. of the Office Memorandum). The name and pay of the junior also to be indicated distinctly : _____
12. (a). Whether the revised pay in the officiating post is less than the revised pay in the substantive post : _____
- (b). If the answer to (a) is “Yes”, the revised pay fixed under Note below para. 4.2 of the Office Memorandum : _____
13. Revised emoluments after fixation:-
- (a) Revised Basic Pay. : Rs. _____
- (b) Special Pay, if admissible. : Rs. _____
- (c) Personal Pay, if any : Rs. _____
14. Date of next increment (Para. 6) : _____
15. Remarks, if any : _____

Date : _____

Signature and designation of Head of Office

FOR USE IN FINANCE DEPARTMENT

Initial pay in the revised scale fixed at Rs. _____ with effect from
_____. Date of next increment _____.

Finance Department

FOR USE DURING AUDIT

Audit Officer

FITMENT TABLES (READY RECKONER)**(Refer Para 5)****ANNEXURE -III****S1 : Standard Scale : 2440-40-2680-EB-50-3080-60-3680****ES1: Extended Scale: 2900-65 -3875****Revised Scale : 6500-160-7620-EB-210-9510-290-12700**

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.	Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
2440	6490.40	6500	2900	7714.00	7830
2480	6596.80	6660	2965	7886.90	8040
2520	6703.20	6820	3030	8059.80	8250
2560	6809.60	6820	3095	8232.70	8250
2600	6916.00	6980	3160	8405.60	8460
2640	7022.40	7140	3225	8578.50	8670
2680	7128.80	7140	3290	8751.40	8880
2730	7261.80	7300	3355	8924.30	9090
2780	7394.80	7460	3420	9097.20	9300
2830	7527.80	7620	3485	9270.10	9300
2880	7660.80	7830	3550	9443.00	9510
2930	7793.80	7830	3615	9615.90	9800
2980	7926.80	8040	3680	9788.80	9800
3030	8059.80	8250	3745	9961.70	10090
3080	8192.80	8250	3810	10134.60	10380
3140	8352.40	8460	3875	10307.50	10380
3200	8512.00	8670			
3260	8671.60	8880			
3320	8831.20	8880			
3380	8990.80	9090			
3440	9150.40	9300			
3500	9310.00	9510			
3560	9469.60	9510			
3620	9629.20	9800			
3680	9788.80	9800			

S2 : Standard Scale : 2650-50-2950-EB-60-3430-70-4130

ES2: Extended Scale: 3250-75-4375

Revised Scale : 7100-180-8360-EB-230-10430-310-13840

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.	Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
2650	7049.00	7100	3250	8645.00	8820
2700	7182.00	7280	3325	8844.50	9050
2750	7315.00	7460	3400	9044.00	9050
2800	7448.00	7460	3475	9243.50	9280
2850	7581.00	7640	3550	9443.00	9510
2900	7714.00	7820	3625	9642.50	9740
2950	7847.00	8000	3700	9842.00	9970
3010	8006.60	8180	3775	10041.50	10200
3070	8166.20	8180	3850	10241.00	10430
3130	8325.80	8360	3925	10440.50	10740
3190	8485.40	8590	4000	10640.00	10740
3250	8645.00	8820	4075	10839.50	11050
3310	8804.60	8820	4150	11039.00	11050
3370	8964.20	9050	4225	11238.50	11360
3430	9123.80	9280	4300	11438.00	11670
3500	9310.00	9510	4375	11637.50	11670
3570	9496.20	9510			
3640	9682.40	9740			
3710	9868.60	9970			
3780	10054.80	10200			
3850	10241.00	10430			
3920	10427.20	10430			
3990	10613.40	10740			
4060	10799.60	11050			
4130	10985.80	11050			

S3 : Standard Scale : 2900-60-3260-EB-70-3820-80-4620

ES3: Extended Scale: 3600-85-4875

Revised Scale : 7700-190-9030-EB-250-11280-340-15020

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.	Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
2900	7714.00	7890	3600	9576.00	9780
2960	7873.60	7890	3685	9802.10	10030
3020	8033.20	8080	3770	10028.20	10030
3080	8192.80	8270	3855	10254.30	10280
3140	8352.40	8460	3940	10480.40	10530
3200	8512.00	8650	4025	10706.50	10780
3260	8671.60	8840	4110	10932.60	11030
3330	8857.80	9030	4195	11158.70	11280
3400	9044.00	9280	4280	11384.80	11620
3470	9230.20	9280	4365	11610.90	11620
3540	9416.40	9530	4450	11837.00	11960
3610	9602.60	9780	4535	12063.10	12300
3680	9788.80	10030	4620	12289.20	12300
3750	9975.00	10030	4705	12515.30	12640
3820	10161.20	10280	4790	12741.40	12980
3900	10374.00	10530	4875	12967.50	12980
3980	10586.80	10780			
4060	10799.60	11030			
4140	11012.40	11030			
4220	11225.20	11280			
4300	11438.00	11620			
4380	11650.80	11960			
4460	11863.60	11960			
4540	12076.40	12300			
4620	12289.20	12300			

S4 : Standard Scale : 3100-70-3520-EB-80-4160-90-5060

ES4: Extended Scale: 3900-95-5325

Revised Scale : 8300-210-9770-EB-270-12200-370-16270

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.	Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
3100	8246.00	8300	3900	10374.00	10580
3170	8432.20	8510	3995	10626.70	10850
3240	8618.40	8720	4090	10879.40	11120
3310	8804.60	8930	4185	11132.10	11390
3380	8990.80	9140	4280	11384.80	11390
3450	9177.00	9350	4375	11637.50	11660
3520	9363.20	9560	4470	11890.20	11930
3600	9576.00	9770	4565	12142.90	12200
3680	9788.80	10040	4660	12395.60	12570
3760	10001.60	10040	4755	12648.30	12940
3840	10214.40	10310	4850	12901.00	12940
3920	10427.20	10580	4945	13153.70	13310
4000	10640.00	10850	5040	13406.40	13680
4080	10852.80	11120	5135	13659.10	13680
4160	11065.60	11120	5230	13911.80	14050
4250	11305.00	11390	5325	14164.50	14420
4340	11544.40	11660			
4430	11783.80	11930			
4520	12023.20	12200			
4610	12262.60	12570			
4700	12502.00	12570			
4790	12741.40	12940			
4880	12980.80	13310			
4970	13220.20	13310			
5060	13459.60	13680			

S5 : Standard Scale : 3450-80-3930-EB-90-4650-100-5650

ES5: Extended Scale: 4300-105-5875

Revised Scale : 9200-230-10810-EB-300-13510-410-18020

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.	Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
3450	9177.00	9200	4300	11438.00	11710
3530	9389.80	9430	4405	11717.30	12010
3610	9602.60	9660	4510	11996.60	12010
3690	9815.40	9890	4615	12275.90	12310
3770	10028.20	10120	4720	12555.20	12610
3850	10241.00	10350	4825	12834.50	12910
3930	10453.80	10580	4930	13113.80	13210
4020	10693.20	10810	5035	13393.10	13510
4110	10932.60	11110	5140	13672.40	13920
4200	11172.00	11410	5245	13951.70	14330
4290	11411.40	11710	5350	14231.00	14330
4380	11650.80	11710	5455	14510.30	14740
4470	11890.20	12010	5560	14789.60	15150
4560	12129.60	12310	5665	15068.90	15150
4650	12369.00	12610	5770	15348.20	15560
4750	12635.00	12910	5875	15627.50	15970
4850	12901.00	12910			
4950	13167.00	13210			
5050	13433.00	13510			
5150	13699.00	13920			
5250	13965.00	14330			
5350	14231.00	14330			
5450	14497.00	14740			
5550	14763.00	15150			
5650	15029.00	15150			

S6 : Standard Scale : 3725-90-4265-EB-100-5065-110-6165**ES6: Extended Scale: 4650-115-6375****Revised Scale : 9900-250-11650-EB-320-14530-440-19370**

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.	Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
3725	9908.50	10150	4650	12369.00	12610
3815	10147.90	10150	4765	12674.90	12930
3905	10387.30	10400	4880	12980.80	13250
3995	10626.70	10650	4995	13286.70	13570
4085	10866.10	10900	5110	13592.60	13890
4175	11105.50	11150	5225	13898.50	14210
4265	11344.90	11400	5340	14204.40	14210
4365	11610.90	11650	5455	14510.30	14530
4465	11876.90	11970	5570	14816.20	14970
4565	12142.90	12290	5685	15122.10	15410
4665	12408.90	12610	5800	15428.00	15850
4765	12674.90	12930	5915	15733.90	15850
4865	12940.90	13250	6030	16039.80	16290
4965	13206.90	13250	6145	16345.70	16730
5065	13472.90	13570	6260	16651.60	16730
5175	13765.50	13890	6375	16957.50	17170
5285	14058.10	14210			
5395	14350.70	14530			
5505	14643.30	14970			
5615	14935.90	14970			
5725	15228.50	15410			
5835	15521.10	15850			
5945	15813.70	15850			
6055	16106.30	16290			
6165	16398.90	16730			

S7 : Standard Scale : 3975-100-4575-EB-110-5455-120-6655

ES7: Extended Scale : 4950-125-6825

Revised Scale : 10600-270-12490-EB-340-15550-470-20720

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.	Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
3975	10573.50	10600	4950	13167.00	13170
4075	10839.50	10870	5075	13499.50	13510
4175	11105.50	11140	5200	13832.00	13850
4275	11371.50	11410	5325	14164.50	14190
4375	11637.50	11680	5450	14497.00	14530
4475	11903.50	11950	5575	14829.50	14870
4575	12169.50	12220	5700	15162.00	15210
4685	12462.10	12490	5825	15494.50	15550
4795	12754.70	12830	5950	15827.00	16020
4905	13047.30	13170	6075	16159.50	16490
5015	13339.90	13510	6200	16492.00	16960
5125	13632.50	13850	6325	16824.50	16960
5235	13925.10	14190	6450	17157.00	17430
5345	14217.70	14530	6575	17489.50	17900
5455	14510.30	14530	6700	17822.00	17900
5575	14829.50	14870	6825	18154.50	18370
5695	15148.70	15210			
5815	15467.90	15550			
5935	15787.10	16020			
6055	16106.30	16490			
6175	16425.50	16490			
6295	16744.70	16960			
6415	17063.90	17430			
6535	17383.10	17430			
6655	17702.30	17900			

S8 : Standard Scale : 4250-110-4910-EB-120-5870-130-7170

ES8: Extended Scale : 5400-135-7425

Revised Scale : 11300-280-13260-EB-360-16500-500-22000

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.	Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
4250	11305.00	11580	5400	14364.00	14700
4360	11597.60	11860	5535	14723.10	15060
4470	11890.20	12140	5670	15082.20	15420
4580	12182.80	12420	5805	15441.30	15780
4690	12475.40	12700	5940	15800.40	16140
4800	12768.00	12980	6075	16159.50	16500
4910	13060.60	13260	6210	16518.60	17000
5030	13379.80	13620	6345	16877.70	17000
5150	13699.00	13980	6480	17236.80	17500
5270	14018.20	14340	6615	17595.90	18000
5390	14337.40	14340	6750	17955.00	18000
5510	14656.60	14700	6885	18314.10	18500
5630	14975.80	15060	7020	18673.20	19000
5750	15295.00	15420	7155	19032.30	19500
5870	15614.20	15780	7290	19391.40	19500
6000	15960.00	16140	7425	19750.50	20000
6130	16305.80	16500			
6260	16651.60	17000			
6390	16997.40	17000			
6520	17343.20	17500			
6650	17689.00	18000			
6780	18034.80	18500			
6910	18380.60	18500			
7040	18726.40	19000			
7170	19072.20	19500			

S9 : Standard Scale : 4500-120-5220-EB-130-6260-140-7660

ES9: Extended Scale : 5750-145-7925

Revised Scale : 12000-300-14100-EB-390-17610-530-23440

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.	Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
4500	11970.00	12000	5750	15295.00	15660
4620	12289.20	12300	5895	15680.70	16050
4740	12608.40	12900	6040	16066.40	16440
4860	12927.60	13200	6185	16452.10	16830
4980	13246.80	13500	6330	16837.80	17220
5100	13566.00	13800	6475	17223.50	17610
5220	13885.20	14100	6620	17609.20	17610
5350	14231.00	14490	6765	17994.90	18140
5480	14576.80	14880	6910	18380.60	18670
5610	14922.60	15270	7055	18766.30	19200
5740	15268.40	15270	7200	19152.00	19200
5870	15614.20	15660	7345	19537.70	19730
6000	15960.00	16050	7490	19923.40	20260
6130	16305.80	16440	7635	20309.10	20790
6260	16651.60	16830	7780	20694.80	20790
6400	17024.00	17220	7925	21080.50	21320
6540	17396.40	17610			
6680	17768.80	18140			
6820	18141.20	18670			
6960	18513.60	18670			
7100	18886.00	19200			
7240	19258.40	19730			
7380	19630.80	19730			
7520	20003.20	20260			
7660	20375.60	20790			

S10 : Standard Scale : 4900-130-5680-EB-140-6800-150-8300

ES10: Extended Scale : 6150-155-8475

Revised Scale : 13100-330-15410-EB-420-19190-580-25570

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.	Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
4900	13034.00	13100	6150	16359.00	16670
5030	13379.80	13430	6305	16771.30	17090
5160	13725.60	13760	6460	17183.60	17510
5290	14071.40	14090	6615	17595.90	17930
5420	14417.20	14420	6770	18008.20	18350
5550	14763.00	15080	6925	18420.50	18770
5680	15108.80	15410	7080	18832.80	19190
5820	15481.20	15830	7235	19245.10	19770
5960	15853.60	16250	7390	19657.40	19770
6100	16226.00	16250	7545	20069.70	20350
6240	16598.40	16670	7700	20482.00	20930
6380	16970.80	17090	7855	20894.30	20930
6520	17343.20	17510	8010	21306.60	21510
6660	17715.60	17930	8165	21718.90	22090
6800	18088.00	18350	8320	22131.20	22670
6950	18487.00	18770	8475	22543.50	22670
7100	18886.00	19190			
7250	19285.00	19770			
7400	19684.00	19770			
7550	20083.00	20350			
7700	20482.00	20930			
7850	20881.00	20930			
8000	21280.00	21510			
8150	21679.00	22090			
8300	22078.00	22090			

S11 : Standard Scale : 5100-140-5940-EB-150-7140-160-8740

ES11 : Extended Scale : 6500-165-8975

S12 : Standard Scale : 5300-150-6200-EB-160-7480-170-9180

ES12 : Extended Scale : 6775-175-9400

Revised Scale : 14100-350-16550-EB-460-20690-620-27510

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.	Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
5100	13566.00	14100	6500	17290.00	17470
5240	13938.40	14100	6665	17728.90	17930
5300	14098.00	14100	6775	18021.50	18390
5380	14310.80	14450	6830	18167.80	18390
5450	14497.00	14450	6950	18487.00	18850
5520	14683.20	14800	6995	18606.70	18850
5600	14896.00	15150	7125	18952.50	19310
5660	15055.60	15150	7160	19045.60	19310
5750	15295.00	15500	7300	19418.00	19770
5800	15428.00	15500	7325	19484.50	19770
5900	15694.00	15850	7475	19883.50	20230
5940	15800.40	15850	7490	19923.40	20230
6050	16093.00	16200	7650	20349.00	20690
6090	16199.40	16200	7655	20362.30	20690
6200	16492.00	16550	7820	20801.20	21310
6240	16598.40	17010	7825	20814.50	21310
6360	16917.60	17010	7985	21240.10	21310
6390	16997.40	17010	8000	21280.00	21310
6520	17343.20	17470	8150	21679.00	21930
6540	17396.40	17470	8175	21745.50	21930
6680	17768.80	17930	8315	22117.90	22550
6690	17795.40	17930	8350	22211.00	22550
6840	18194.40	18390	8480	22556.80	23170
6990	18593.40	18850	8525	22676.50	23170
7000	18620.00	18850	8645	22995.70	23170
7140	18992.40	19310	8700	23142.00	23170
7160	19045.60	19310	8810	23434.60	23790
7300	19418.00	19770	8875	23607.50	23790
7320	19471.20	19770	8975	23873.50	24410
7460	19843.60	20230	9050	24073.00	24410
7480	19896.80	20230	9225	24538.50	25030
7620	20269.20	20690	9400	25004.00	25030
7650	20349.00	20690			
7780	20694.80	21310			
7820	20801.20	21310			
7940	21120.40	21310			
7990	21253.40	21310			
8100	21546.00	21930			
8160	21705.60	21930			
8260	21971.60	22550			

8330	22157.80	22550
8420	22397.20	22550
8500	22610.00	23170
8580	22822.80	23170
8670	23062.20	23170
8740	23248.40	23790
8840	23514.40	23790
9010	23966.60	24410
9180	24418.80	25030

S13: Standard Scale: 5500-160-6460-EB-175-7860-190-9760**Revised Scale : 14700-370-17290-EB-480-21610-650-28760**

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
5500	14630.00	14700
5660	15055.60	15070
5820	15481.20	15810
5980	15906.80	16180
6140	16332.40	16550
6300	16758.00	16920
6460	17183.60	17290
6635	17649.10	17770
6810	18114.60	18250
6985	18580.10	18730
7160	19045.60	19210
7335	19511.10	19690
7510	19976.60	20170
7685	20442.10	20650
7860	20907.60	21130
8050	21413.00	21610
8240	21918.40	22260
8430	22423.80	22910
8620	22929.20	23560
8810	23434.60	23560
9000	23940.00	24210
9190	24445.40	24860
9380	24950.80	25510
9570	25456.20	25510
9760	25961.60	26160

S14: Standard Scale : 5750-175-6800-EB-190-8320-200-10120**S15: Standard Scale : 5900-190-190-7040-EB-200-8640-225-10440****Revised Scale : 15700-390-18430-EB-510-23020-690-30610**

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
5750	15295.00	15700
5900	15694.00	15700
5925	15760.50	16090
6090	16199.40	16480
6100	16226.00	16480
6275	16691.50	16870
6280	16704.80	16870
6450	17157.00	17260
6470	17210.20	17260
6625	17622.50	17650
6660	17715.60	18040
6800	18088.00	18430
6850	18221.00	18430
6990	18593.40	18940
7040	18726.40	18940
7180	19098.80	19450
7240	19258.40	19450
7370	19604.20	19960
7440	19790.40	19960
7560	20109.60	20470
7640	20322.40	20470
7750	20615.00	20980
7840	20854.40	20980
7940	21120.40	21490
8040	21386.40	21490
8130	21625.80	22000
8240	21918.40	22000
8320	22131.20	22510
8440	22450.40	22510
8520	22663.20	23020
8640	22982.40	23020
8720	23195.20	23710
8865	23580.90	23710
8920	23727.20	24400
9090	24179.40	24400
9120	24259.20	24400
9315	24777.90	25090
9320	24791.20	25090
9520	25323.20	25780
9540	25376.40	25780
9720	25855.20	26470
9765	25974.90	26470

9920	26387.20	26470
9990	26573.40	27160
10120	26919.20	27160
10215	27171.90	27850
10440	27770.40	27850

S16: Standard Scale: 6100-200-7300-EB-225-8875-240-10795**Revised Scale : 16300-410-19170-EB-530-23940-720-31860**

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
6100	16226.00	16300
6300	16758.00	17120
6500	17290.00	17530
6700	17822.00	17940
6900	18354.00	18760
7100	18886.00	19170
7300	19418.00	19700
7525	20016.50	20230
7750	20615.00	20760
7975	21213.50	21290
8200	21812.00	21820
8425	22410.50	22880
8650	23009.00	23410
8875	23607.50	23940
9115	24245.90	24660
9355	24884.30	25380
9595	25522.70	26100
9835	26161.10	26820
10075	26799.50	26820
10315	27437.90	27540
10555	28076.30	28260
10795	28714.70	28980

S17: Standard Scale: 6350-225-7700-EB-240-9380-250-11130**Revised Scale : 17000-470-20290-EB-560-25330-760-33690**

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
6350	16891.00	17000
6575	17489.50	17940
6800	18088.00	18410
7025	18686.50	18880
7250	19285.00	19350
7475	19883.50	20290
7700	20482.00	20850
7940	21120.40	21410
8180	21758.80	21970
8420	22397.20	22530
8660	23035.60	23090

8900	23674.00	24210
9140	24312.40	24770
9380	24950.80	25330
9630	25615.80	26090
9880	26280.80	26850
10130	26945.80	27610
10380	27610.80	28370
10630	28275.80	28370
10880	28940.80	29130
11130	29605.80	29890

S18: Standard Scale: 6850-240-8290-EB-250-10040-260-11600**Revised Scale : 18300-500-21800-EB-650-27000-810-35100**

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
6850	18221.00	18300
7090	18859.40	19300
7330	19497.80	19800
7570	20136.20	20300
7810	20774.60	20800
8050	21413.00	21800
8290	22051.40	22450
8540	22716.40	23100
8790	23381.40	23750
9040	24046.40	24400
9290	24711.40	25050
9540	25376.40	25700
9790	26041.40	26350
10040	26706.40	27000
10300	27398.00	27810
10560	28089.60	28620
10820	28781.20	29430
11080	29472.80	30240
11340	30164.40	30240
11600	30856.00	31050

S19: Standard Scale: 7750-250-9000-EB-275-10375-290-12110**Revised Scale : 20700-620-24420-730-29530-890-36650**

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
7750	20615.00	20700
8000	21280.00	21320
8250	21945.00	22560
8500	22610.00	23180
8750	23275.00	23800
9000	23940.00	24420
9275	24671.50	25150
9550	25403.00	25880
9825	26134.50	26610
10100	26866.00	27340
10375	27597.50	28070
10665	28368.90	28800
10955	29140.30	29530
11245	29911.70	30420
11535	30683.10	31310
11825	31454.50	32200
12115	32225.90	33090

S20: Standard Scale: 8750-275-10400-EB-300-13100**Revised Scale : 23300-700-27500-830-32480-970-39270**

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
8750	23275.00	23300
9025	24006.50	24700
9300	24738.00	25400
9575	25469.50	26100
9850	26201.00	26800
10125	26932.50	27500
10400	27664.00	28330
10700	28462.00	29160
11000	29260.00	29990
11300	30058.00	30820
11600	30856.00	31650
11900	31654.00	32480
12200	32452.00	32480
12500	33250.00	33450
12800	34048.00	34420
13100	34846.00	35390

S21: Standard Scale: 10000-300-11800-EB-325-14075**Revised Scale : 26700-800-33100-1000-42100**

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
10000	26600.00	26700
10300	27398.00	27500
10600	28196.00	28300
10900	28994.00	29100
11200	29792.00	29900
11500	30590.00	30700
11800	31388.00	31500
12125	32252.50	32300
12450	33117.00	34100
12775	33981.50	34100
13100	34846.00	35100
13425	35710.50	36100
13750	36575.00	37100
14075	37439.50	38100

S22: Standard Scale: 10750-325-12700-350-14800**Revised Scale : 28700-860-35580-1050-43980**

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
10750	28595.00	28700
11075	29459.50	29560
11400	30324.00	30420
11725	31188.50	31280
12050	32053.00	32140
12375	32917.50	33000
12700	33782.00	33860
13050	34713.00	34720
13400	35644.00	36630
13750	36575.00	36630
14100	37506.00	37680
14450	38437.00	38730
14800	39368.00	39780

S23: Standard Scale: 11750-375-13625-400-15625**Revised Scale : 31300-940-37880-1110-46760**

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
11750	31255.00	31300
12125	32252.50	33180
12500	33250.00	34120
12875	34247.50	35060
13250	35245.00	36000
13625	36242.50	36940
14025	37306.50	37880
14425	38370.50	38990
14825	39434.50	40100
15225	40498.50	41210
15625	41562.50	42320

S24: Standard Scale: 13200-475-17000**Revised Scale : 35300-1060-41660-1220-48980**

Basic Pay	Growth factor of 2.66 times over the 1996 pay	Pay fixed at Rs.
13200	35112.00	35300
13675	36375.50	37420
14150	37639.00	38480
14625	38902.50	39540
15100	40166.00	40600
15575	41429.50	41660
16050	42693.00	42880
16525	43956.50	44100
17000	45220.00	45320

ANNEXURE - IV**UNDERTAKING**
(Refer Para – 7)

I hereby undertake that any excess payment that may be found to have been made to me as a result of incorrect fixation of my pay or any excess payment detected in the light of the discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

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Date : _____.

Signature _____

Station : _____.

Name _____

Designation _____

Office / Department in which
employed _____
